

stuc

THE PAST WE INHERIT, THE FUTURE WE BUILD



86th ANNUAL STUC YOUTH CONFERENCE AGENDA **20th & 21st JUNE 2026**

Chair: Coll McCail, Unite the Union
Vice-Chair: Rhianna Ross, USDAW

**Solidarity to all
at the 86th Annual
STUC Youth
Conference**



**Unite, standing
up for Scotland's
young workers**

Youth Committee Chair - **Coll McCail**
Women and Equalities officer - **Lorna Glen**



UNITE: FIGHTING FOR YOUNG MEMBERS

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Conference Sessions

Saturday 20th June 10:00am - 12:30pm
 1:30pm - 5:00pm

Sunday 21st June 10:00am - 12:30pm

Conference Agenda

- i) Secretary's Welcome
- ii) Address by Chairperson
- iii) Announcements
- iv) Considerations of Reports and Motions
- v) Speakers
- vi) Election of Committee 2026/27
- vii) Vote of Thanks and Close of Conference

STUC Secretariat

Linda Somerville, STUC Deputy General Secretary

Rachel Thomson, STUC Equality Policy Officer

Dan Schirn, STUC Committee & Admin Officer

A - Z Conference Terminology

AMENDMENT

A proposal to amend a motion by adding, deleting, or replacing parts of the original motion.

CONGRESS

STUC Congress is the STUC annual conference which formulates policy and shapes the main priority campaigns for the whole organisation to follow.

DELEGATE

An elected member attending conference to represent their union.

EMERGENCY MOTION

Deals with an issue or subject that has happened since the closing date for motions. It is debated and voted on in the same way as other motions at conference.

FORMALLY SECONDED

Any delegate can call out "Formally" to allow a motion to be debated if there is no speaker to "Second" the motion.

MOTION

A formal written proposal submitted by affiliated trade unions or trades union councils to be debated at conference or congress. Delegates will vote in favour of, against or abstain at the end of the debate. A motion needs to be "Moved" then "Seconded" before it can be debated.

MOVER

The delegate who speaks first to start the debate on the motion.

ORDER OF BUSINESS

A note of the timings of the conference and what will happen at each section i.e. Motions for debate, workshops, etc.

OBSERVER

A member attending a conference to observe but has no voting rights on motions or proposals at the conference.

POLICY

An agreed position or demands on an issue. Policy is decided by motions passed by delegates at our Equality Conferences.

SECONDER

The delegate who speaks second in the debate and in support of the motion.

STANDING ORDERS

The rules for the conference - they note how the debate will be conducted, voting will take place and any other procedures that need to be followed. The standing orders also note the composition and deadlines for motions and amendments.

Conference Guide

WHO ATTENDS THE YOUTH CONFERENCE?

Trade Unions with membership of up to 3,000 - 6 delegates

Trade Unions with membership over 3,000 – 1 delegate per 500 members or part thereof
Trades Union Councils - up to 3 delegates

Observers / Visitors sit together in a separate section of the Conference Room and are not allowed to vote. STUC staff also attend Conference.

HOW LONG DOES THE CONFERENCE LAST?

The Conference lasts two days. It normally opens at 10.00 am on the first day (with registration from 9.30 am), closing at approximately 4.30 pm. It assembles at 10.00 am on the second day until approximately 12.30 pm.

WHO IS RESPONSIBLE FOR CONFERENCE ARRANGEMENTS?

The Youth Committee is responsible for Conference arrangements, in conjunction with STUC staff.

WHO CHAIRS THE CONFERENCE?

The Chair of the Committee will also be the Conference Chair, this year's Chair is Coll McCail, Unite the Union.

WHAT ROLE DOES THE YOUTH COMMITTEE PLAY AT CONFERENCE?

The Chair and Vice-Chair of the Committee sit on the platform, together with a member of STUC staff – usually the Secretary to the Committee.

HOW IS THE YOUTH COMMITTEE ELECTED?

There shall be up to nine elected members of the Committee.

Each affiliated Trades Union shall be invited to nominate one member for the General Seats on the Youth Committee and one member for the

Women's Seats. Trades Union Councils will be invited to nominate one member for the Trades Union Council Seat. The nominees must be delegates to the Annual Youth Conference. The Seats on the Youth Committee shall be allocated as follows:

General Seats - 4 representatives

Women's Seats - 4 representatives

Trades Union Councils - 1 representative

If there are more than 4 members nominated to the Trades Union General Seats; more than 4 members nominated to the Trades Union Women's Seats; or more than 1 member nominated to the Trades Union Council Seat, then an election at Conference will be necessary.

Each Delegation Leader will receive a ballot paper and can vote up to 8 candidates from the Trades Union Section (4 from the General Seats and 4 from the Women's Seats); and 1 from the Trades Union Council Section.

Delegations are requested to deposit completed ballot papers in the ballot box by 5.00 pm on the first day of Conference, when votes are counted by the 2 scrutineers appointed at the start of Conference.

The results are then announced on the Sunday morning of Conference. Successful candidates hold office from close of Conference for one year.

WHAT DOES THE CONFERENCE DISCUSS?

Each Trades Union and Trades Union Council can submit up to 3 motions, on topics which must relate specifically to the working lives of young people in Scotland. Each motion can be no more than 300 words.

Motions are published in a Preliminary Agenda and Trades Unions/Trades Union Councils are then invited to submit up to 3 amendments which can be no more than 50 words for each amendment.

Certain motions on the Preliminary Agenda, together with amendments, may be grouped

into a composite motion, with the agreement of the Trades Unions/Trades Union Councils concerned.

The Motions are included within the Conference Agenda which is given to all delegates and visitors. Amendments to motions are included within a separate Amended Motions booklet which is given to all delegates and visitors.

Support: In order to allow more time for delegates, the Committee usually (but not always) waives the right to speak in a debate on a motion or amendment they support.

Support with Statement: If necessary, a Committee member will explain to Conference any particular points they wish to emphasise or reservations the Committee may have on a motion or amendment they otherwise support.

Remit: The Committee may seek remission of a motion before Conference. If the union will not agree to remit the motion, a Committee member will speak in opposition to it.

Oppose: A Committee member will speak on any motion or amendment opposed by the Committee.

A Committee member may also speak on points of explanation on a motion or amendment.

A member of the Committee will also introduce any special report on behalf of the Committee.

HOW ARE DEBATES CONDUCTED?

Moving and seconding motion: The mover of a motion may speak for up to 8 minutes and the seconder is allowed up to 4 minutes. It is important that these times are adhered to. If business over-runs allocated time, it may be necessary during the course of the Conference for the Committee to reduce speaking times.

Debate and the right of reply: Subsequent speakers on the motion are allowed up to 4 minutes. A delegate is not normally allowed to speak more than once in any debate, unless permission is given by the Chair, to make a point of order or explanation. Whether or not a motion

has been opposed, the mover may be allowed 4 minutes to reply to the discussion on the motion, but no new issues may be introduced.

Moving an amendment: The proposer of an amendment is called to speak immediately after the seconder of the motion. Amendments also have to be seconded or they fall. Further amendments are called in their order on the agenda. Delegates moving amendments have no right of reply.

Group Debate: Some motions cover similar topics for discussion. This year motions will be debated together in Sections as they appear in the Conference Agenda.

Voting: It is the Chair's responsibility to call the result of the vote. However, two to four tellers are appointed prior to Conference to count the hands raised in the event of a close vote.

Point of Order: Delegates can raise points of order on the conduct or procedure of the debates.

Chair's Ruling: The Chair's ruling is final.

WHAT ARE EMERGENCY MOTIONS?

An emergency motion must deal with issues that have arisen since the closing date for ordinary motions.

Emergency motions can be no longer than 300 words and must be signed by the Delegation Leader of the organisation submitting the emergency motion. Emergency motions must be submitted to the Chair or Secretary of the Youth Committee no later than 3.00 pm on the first day of Conference. Emergency motions must be a genuine emergency otherwise they will not be approved for inclusion on the Agenda by the Youth Committee. If deemed competent they will be circulated to delegates prior to being discussed.

REPORT OF THE STUC YOUTH COMMITTEE

As well as discussing motions, the Conference receives the Report of the Youth Committee

to Conference, which reports on work of the Committee over the past year. This year, the Report covers the period 2025/26. Delegates are entitled to question the Committee on issues contained in the Report. Any questions should be put in writing.

Resolutions are also referred to the STUC General Council itself and/or relevant STUC departments as part of the overall work of the STUC.

WHAT HAPPENS TO MOTIONS AFTER CONFERENCE?

Motions which are carried (now termed 'resolutions') or remitted will form the Committee's Work Plan for the following year.



Exhibitors

Scottish Union Learning

Scottish Union Learning supports trade unions in developing, organising, and delivering work-related learning and skills programmes for their members that contribute to collective prosperity, fairness, and equality for workers across Scotland.

www.scottishunionlearning.com

FB: scottishunionlearning

Stand up to Racism

Stand up to Racism (SUTR) Scotland campaigns against racism, the Far Right, fascism, Islamophobia & antisemitism. We also launched the Women against the Far Right Scotland campaign in 2025.

Instagram: @standuptoracismglasgow

X: SUTRScotland

FB: Stand up to Racism Glasgow

Thompsons Solicitors Scotland

Thompsons Scotland is a trade union law firm committed to fighting injustice, mistreatment and injury at work and beyond. Recognised as Litigation Firm of the Year at the Herald Law Awards of Scotland 2025, we combine legal expertise with campaigning to secure justice, reform and lasting change for clients.

X: TalkToThompsons

FB: Thompsons.Solicitors.Scotland

Unions into Schools

STUC Unions into Schools was originally launched as part of the Enterprise in Education, Determined to Succeed Agenda in 2005-6 and is supported by the Scottish Government.

The programme of school visits from 2005 to 2026 has been coordinated and managed by the STUC with support from Scottish Union Learning and affiliate unions. Unions into Schools is supported by a learning programme delivered by the STUC, with varied options available depending on representative's experience and confidence. With the assistance of trade union representatives, Unions into Schools has delivered over 3,000 classroom and virtual online sessions to school pupils throughout Scotland.

E: schools@stuc.org.uk

X: @ScottishTUC

Scottish Union Learning

supports trade unions in developing, organising, and delivering work-related learning and skills programmes for their members that contribute to collective prosperity and wellbeing, Fair Work, and equality for workers across Scotland.

Scottish Union Learning is keen to work with the STUC Youth Committee to support the development of the skills base of young workers.



Find out more:

www.scottishunionlearning.com
Email learning@stuc.org.uk
Facebook @scottishunionlearning
LinkedIn @scottish-union-learning



Supporting Young Workers

Being a member of Usdaw means...

- You will be protected at work.
- You'll have access to all the information you need on your rights at work.
- You'll get **free** legal advice if you have an accident – wherever that happens.
- You'll also get access to a range of professional services and member offers.



For more information about your rights at work, speak to your Usdaw rep or contact your local Usdaw office on **0800 030 80 30** or visit: www.usdaw.org.uk/youngworkers

To join Usdaw speak to your Usdaw rep or visit www.usdaw.org.uk/JoinUs

General Secretary: Joanne Thomas **President:** Jane Jones
Regional Secretary: Tony Doonan
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www.usdaw.org.uk



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Motions & Amendments to STUC Youth Conference

SECTION 1: YOUNG WORKERS' RIGHTS

1. EMPLOYMENT RIGHTS BILL – THE FIGHT GOES ON

“That this Conference welcomes the passage of the Employment Rights Act 2025 and recognises the gains it has made for workers, including strengthened protections in relation to insecure work, day one rights, family leave and workplace harassment.

“Conference recognises the work of Strike Map and the Campaign for Trade Union Freedom in campaigning for stronger employment rights and trade union freedoms, including through the campaign for an Employment Rights Bill 2.

“Conference believes that, while reforms have made important progress, significant gaps remain in employment law and that further changes are needed to strengthen workers’ ability to organise and bargain collectively.

“Conference believes that the next phase of employment rights reform should include:

1. Immediate repeal of the remaining anti-union laws.
2. A full ban on fire and rehire, backed by robust enforcement.
3. Stronger action to end exploitative zero-hours contracts.
4. A £15 per hour minimum wage with no age exemptions.
5. A statutory right to collective bargaining for all workers, alongside a legal mechanism for creating sector-wide collective bargaining.
6. Labour laws that comply with international standards.

7. Universal employment rights, including for workers on working visas, through a single worker status.
8. Employment rights from day one for all workers.
9. Stronger trade union rights of access to workers and workplaces.
10. Further measures to promote collective bargaining and tackle insecure and two-tier working arrangements.

“This Conference calls on the STUC Youth Committee to:

- ask affiliates, youth structures, and activists to support and promote campaigning for stronger employment rights and trade union freedoms;
- ask affiliated trade union youth networks to encourage support for Strike Map and the Campaign for Trade Union Freedom, including a second, stronger employment rights Bill; and
- promote the campaign through social media and future action to build support for further employment rights reform.”

Mover: *GMB Scotland*

2. ACTION TO END SEXUAL HARASSMENT

“That this Conference notes in recent years the scale and extent of sexual harassment has been thrown into sharp focus.

“The STUC’s own research exposed just how persistent and widespread sexual harassment is in the workplace and the role of misogyny and sexism in enabling it. Furthermore, USDAW evidence has shown that young women in particular are disproportionately impacted by sexual harassment in the workplace.

“Conference recognises that unions are

crucial to defending young workers' rights and acknowledges the vital role reps play in encouraging the reporting of harassment; ensuring appropriate action is taken; and campaigning on the issue in the workplace. Conference further recognises the potential the preventative duty has to tackle harassment and the improvements that will be delivered through the Employment Rights Act, including the reintroduction of explicit protection from third party harassment.

"Conference calls on the STUC Youth Committee to:

- Continue to support the work affiliates are doing with employers to address sexual harassment;
- Call on the Governments in Westminster and Holyrood to monitor and report on the measures employers are putting in place now that the preventative duty is on the statute books; and
- Work with ACAS and other relevant stakeholders to ensure the provisions of the Employment Rights Act are fully implemented and enforced."

Mover: *USDAW*

SECTION 2: YOUNG WORKERS ORGANISING

3. CONFRONTING PRECARITY - POWER NOT PARTNERSHIP

"That this Conference recognises that young workers are the primary victims of a broken economic model that prioritises 'flexibility' for bosses over the survival of the working-class. The persistent blight of zero-hours contracts and precarious 'gig' work is not a policy accident; it is a deliberate tool used to atomise youth and suppress wages.

Congress recognises that the current apprenticeship system is too often a treadmill of cheap labour that lacks guaranteed progression,

leaving young workers disillusioned and exploited.

"Conference further notes that the 'Fair Work First' framework must not be relegated to a voluntary framework that fails to prevent public money being awarded to employers who deny workers basic security. Conference further notes that warm words on 'fair work' are meaningless as long as public money continues to flow into the pockets of companies that deny workers basic security.

"Conference calls on the STUC Youth Committee to:

- Lobby the Scottish Government by demanding that 'Fair Work First' does not allow any employer using exploitative zero-hours contracts to receive a single penny of public procurement or grant funding;
- Campaign alongside affiliates for stronger sectoral collective bargaining, to improve pay, conditions, and collective power in sectors with high concentrations of young workers, including retail, hospitality, and social care; and
- Campaign for reform of apprenticeships, including fair pay regardless of age, stronger protection against exploitation, and a clear route into secure and permanent employment upon completion of training."

Mover: *GMB Scotland*

4. LOW-PAID, INSECURE WORK

"That this Conference notes that workers under 30 are disproportionately employed in low-paid, insecure, and entry-level roles across Scotland. They are more likely to face casual or zero-hours contracts, underpayment for trial shifts or training, slow pay progression, and limited access to career development.

"Conference believes that standard collective bargaining often fails to address the structural disadvantages faced by young workers, leaving them with stagnant wages and insecure work while older or higher-paid colleagues benefit from negotiated pay rises. Implementing youth-led bargaining demands will directly

increase wages, improve security, and create stronger career pathways for under-30 workers, ensuring that unions actively challenge structural inequities and redistribute value from employers to young workers.

“Conference further believes that young workers must have a central role in shaping bargaining priorities and that youth-led approaches are essential to ensure fair pay, secure contracts, and meaningful progression.

“Conference calls on the STUC Youth Committee to work with the STUC General Council to:

- Encourage affiliates to establish youth bargaining committees within their structures to identify young workers’ priorities and develop bargaining proposals;
- Continue to ensure youth worker representation at all levels of their structures to ensure young members have a voice throughout our movement in Scotland;
- Support youth-led research and surveys to provide evidence of low pay, insecure work, and unfair practices affecting young workers;
- Promote youth-led campaigns targeting employers and sectors to press for wage increases, paid trial shifts, and fair progression opportunities;
- Encourage affiliates to include dedicated youth clauses in collective agreements, such as accelerated pay progression, minimum pay floors, guaranteed training, and protections for insecure or outsourced work;
- Facilitate mentorship and organising programs to build youth participation and union strength; and
- Coordinate sectoral youth bargaining networks to achieve consistent, cross-employer improvements for young workers.”

Mover: *Unite the Union*

5. TRADE UNION ORGANISING - FOUNDATIONS AND BUILDING STRENGTH

“That this Conference recognises that, despite some years of growth, union membership across the trade union movement has remained on a long-term downward trend over recent decades, standing at around 22% of the workforce, with less than 50% of public sector workers and less than 12% of private sector workers in a union.

“Conference further recognises that younger workers are less likely to join a union, and that recent research shows a similar pattern among lower-paid workers.

“Conference believes that rebuilding the strength of the trade union movement requires sustained organising, political education, solidarity, and collective action, and further recognises the important role of Trade Union Councils in rooting the trade union movement in local communities, developing solidarity, and supporting co-ordinated campaigning across unions and workplaces.

“Conference further believes that the trade union movement must be rooted in working-class life and equipped to organise, educate, and build collective power if it is to lay the foundations for challenging Britain’s anti-union laws and strengthening the position of workers.

“This Conference calls on the STUC Youth Committee to:

- campaign alongside affiliates and other trade union bodies for the repeal of anti-trade union laws, including restrictions on solidarity and secondary action;
- host a series of webinars on the history of strike action in Scotland, the development of anti-union legislation, and the case for stronger trade union rights;
- and build closer links with Trades Councils across Scotland and encourage greater youth participation in their work.”

Mover: *GMB Scotland*

SECTION 3: HEALTH & PUBLIC SERVICES

6. INTEGRATING COMMUNITY PHARMACISTS WITHIN THE NHS

“That this Conference notes that community pharmacies are often overlooked when the NHS seeks community-based healthcare solutions. Scotland’s pharmacists manage an increasing variety of ailments, medication advice, and supply, alongside being the most accessible healthcare professional. Community pharmacists have the potential to do even more if given the right structural framework.

“Community pharmacies are private businesses, from small local operators to trans-national conglomerates. These businesses have a contract with the NHS, and they are reimbursed when dispensing medications and delivering a clinical service. The setting of targets for clinical services rather than focusing on delivering meaningful patient care, safe staffing and improving population health is not ideal.

“Some community pharmacies struggle to recruit pharmacists, others sometimes are affected by ‘unexpected closures’ as some companies refuse to pay a fair rate for locums. There is significant reliance on the locum pharmacist workforce. Locum pharmacists do not have equal employment protection or rights to employee pharmacists.

“There is a case for the NHS Boards to employ pharmacists directly to provide services from the existing community pharmacy network.

“Early career pharmacists are impacted most with poorer terms & conditions and pay, especially women and BAME pharmacists. Bringing pharmacists into direct NHS employment would provide better job security, terms, and conditions - especially for young workers - and create a better NHS that is more integrated, resilient, and aligned to deliver better, safer patient outcomes.

“STUC Youth Conference notes that previous in-sourcing initiatives by NHS Scotland has been very successful including the vaccination

program and delivering pharmaceutical care from GP practices.

“Conference calls on the STUC Youth Committee to:

- Write to Scottish Government’s Health Secretary to investigate a fundamental review of the structure and financial sustainability of the current community pharmacy model; and
- Work with related unions to improve community pharmacists’ terms and conditions.”

Mover: *STUC Youth Committee*

7. RECRUITING YOUNG WORKERS INTO THE TRAIN DRIVING GRADE

“That this Conference welcomes the lowering of the train driver licensing age from 20 to 18 and acknowledges the work of ASLEF to lobby for and deliver this change, opening up access to a high skilled and highly unionised job role to more young people after completing S6 or college.

“Conference is disappointed with Scotrail’s reluctance to adopt the train driver apprenticeship scheme which could encourage younger workers into the role, this reluctance is despite the fact that Scotrail currently operates engineering and customer service apprenticeship schemes.

“This disappointment is brought into sharper focus when other operators inclusive of those operating cross-border passenger services utilise the apprenticeship scheme.

“This results in operators based in England offering a more targeted career pathway for younger workers living near Edinburgh or Glasgow and for those living in England, who are obliged to stay in education or training until 18, whilst Scotrail does not offer an equivalent for those in Scotland who can leave school at 16.

“Conference believes that Scotrail is missing an opportunity to encourage younger workers into the driving grade and that the reduction of the train driver licensing age offers a real opportunity for Scotrail to actively recruit

younger workers.

"Therefore, Conference calls on the STUC Youth Committee to:

- Lobby the Cabinet Secretary for Transport and Scottish Rail Holdings to encourage Scotrail to actively recruit 18 year olds into the train driving grade; and
- Lobby the Cabinet Secretary for Transport and Scottish Rail Holdings to encourage Scotrail to adopt the train driver apprenticeship scheme to encourage younger workers into the train driving grade."

Mover: *ASLEF*

8. YOUNG MEMBERS OPPOSE PUBLIC SERVICE CUTS

"That this Conference notes with alarm:

- The ongoing degradation of public services and the significant impact cuts have on young people working in and accessing these services. Recent examples include compulsory redundancies at Aberdeen University following a reported £5.5 million funding deficit, a vote for £25 million in cuts to Glasgow's Health & Social Care Partnership, and substantial slashes to South Ayrshire Council's library and community services.
- Cuts in sectors including youth work, healthcare, and education against a backdrop of austerity has resulted in poor working conditions and soaring inequity amongst young workers which cannot be negated without a comprehensive post-austerity vision for services which reject private capital models.

"Conference believes:

- For members already vulnerable to casualised labour, insecure housing, and underfunded support services - an experience not exclusive to young people - cuts to public services greatly exacerbate socioeconomic barriers.
- Real-term cuts to pay and resources are jeopardising the health of workers; their

ability to engage in their communities and meet rising cost of living demands.

- The failure to sufficiently fund public services correlates with increased military expenditure, where the welfare, safety and support for working-class young people continues to be deprioritised.
- Cuts are not service reform. Young people demand a comprehensive framework which protects our ability to flourish and thrive in a society centring collective welfare.

"Conference calls on the STUC Youth Committee to:

- Produce accessible campaign resources and coordinate workshops/ training focusing on political education, which effectively equip youth membership with the confidence and skills to directly challenge public service cuts at local level;
- Actively support young members across trade unions who have, or are preparing to, participate in industrial action pertaining to these cuts, redundancies, and poor working conditions; and
- Signpost and endorse anti-austerity campaigns which call for major reinvestment into indispensable public services."

Mover: *Unison Scotland*

9. MENTAL HEALTH

"That this Conference notes that young people are more likely to experience mental health difficulties due to growing pressures of social media, NHS wait times and the cost-of-living crisis. Decreasing support for young people has exacerbated trends in young people's mental health. Young people are struggling to make transitions to the labour market and work may not have the positive impact on their wellbeing that supports them to thrive.

"An Institute of Employment Rights study showed:

- Nearly half (46%) of young people surveyed who have a mental health condition do not disclose this to their employer due to feeling

uncomfortable doing so. Female respondents are much less likely to disclose compared to male peers.

- Three in ten young people in the survey had either left a previous job or are planning on leaving their current job as a result of its impact on their mental health (19% and 11% respectively). Rates are higher among those who have an impairment, disability, or health condition and among those who specifically have a mental health condition.
- Over two-fifths of young people in the survey either had a pre-existing mental health condition or challenge when recruited to their job (37%) or started experiencing one after joining (7%).

“Conference believes that this is an unacceptable and avoidable reality that young people face. Whilst investment into mental health services for young people by Scottish Government has been welcomed, Conference believes more could be done to help young adults living with mental illness.

“Conference instructs the STUC Youth Committee to:

- Raise awareness of mental health conditions for young people living in Scotland;
- Lobby the Scottish Government to reduce this through greater investment in mental health services; and
- Encourage affiliates to campaign for better management processes for mental health and stress issues in the workplace”

Mover: *Public and Commercial Services Union*

Amendment

Para 4, delete bullet point 3 and replace with:

“Encourage affiliates to campaign for legally enforceable workplace mental health standards, including employer accountability for stress, burnout, and unsafe workloads, alongside access to occupational health support and reasonable adjustments.”

At end, add additional bullet point:

“Campaign for safe staffing levels, secure employment, and fair pay, recognising their direct impact on young workers' mental health and wellbeing.”

Mover: *GMB Scotland*

10. NEURODIVERSITY AT WORK

“That this Conference acknowledges the progress made by Unions in recent years to raise awareness of neurodiversity and the rights neurodivergent workers have.

“Despite growing understanding of the benefits neurodivergent workers bring to the workplace, prejudice and discrimination continue to combine to prevent many from seeking support at work. This is particularly so for young workers, with as many as 40% of young, neurodivergent people believing their neurodivergence could prevent them from being employed or promoted, and leading to one in two changing or masking their neurodivergence at work or interviews. It is equally concerning that similar research, specifically based on the real life experiences of young, neurodiverse workers in Scotland, does not appear to be available.

“The duty to make reasonable adjustments is crucial to enabling disabled workers secure employment and progress in work, yet the majority are not having their need for adjustments met. This failure is more pronounced where a worker's impairment is invisible. Young neurodivergent workers report being seen as the problem, with managers trying to fix them, rather than the workplace features that disadvantage them.

“Conference asks the STUC Youth Committee to encourage trade unions to continue to:

- Ensure the experiences of young neurodivergent workers are centred in their campaigning and bargaining work;
- Press employers to adopt the social model of disability in their policies and practice; and
- Campaign for a strengthening of the duty of reasonable adjustments and its enforcement.”

Mover: *USDAW*

SECTION 4: WORKER SOLIDARITY

11. 100 YEARS SINCE THE 1926 GENERAL STRIKE

“That this Conference notes that the 4th of May 2026 marks 100 years since the 1926 General Strike. The General Strike marks one of the proudest moments in British working class history, when workers across many sectors stood shoulder to shoulder with the miners.

“While it was unsuccessful in its aims, it provided valuable experience for thousands of trade unionists. Its study and application of the learning remains vital for trade unionists 100 years later. Young workers were often at the forefront of support for the strike including picket line support, distribution of leaflets and campaigning to spread the strike.

“Congress calls on the STUC Youth Committee to:

- Work with the General Council to create an education class around the General Strike.”

Mover: *STUC Youth Committee*

12. SOLIDARITY WITH VILLAGE HOTEL GLASGOW WORKERS

“That this Conference notes that hospitality workers at Village Hotel in Glasgow have taken industrial action in pursuit of fair pay, equal treatment, union recognition, and improved T&Cs. These workers, many of them young workers, are employed in one of the most precarious and low-paid sectors of the economy, where anti-union practices, age-based disparities, and insecure scheduling remain widespread.

“Conference believes that the dispute at Village Hotel is emblematic of the wider exploitation faced by young workers across Scotland’s hospitality sector. These workers deserve the full solidarity of the trade union movement. It is believed that Village Hotel have acted to undermine lawful industrial action and that these actions are an attack on all workers and on

the fundamental right to organise.

“Conference condemns the failure of hospitality employers across Scotland to provide secure work, decent pay, and safe conditions for young workers, and rejects any attempt to divide workers by age, contract type, or workplace status. Conference further condemns anti-union tactics designed to frustrate and undermine collective action and ability to organise collectively.

“Conference calls on the STUC Youth Committee to:

- Encourage all affiliated unions and young member structures to support picket lines, hardship fundraising, and solidarity campaigns;
- Continue to work with affiliates to build stronger organisation among young workers in hospitality;
- Publicise this dispute as an example of why young workers need strong unions, collective bargaining, and workplace organisation;
- Send the solidarity of the STUC Youth Conference to the workers in dispute at Village Hotel Glasgow;
- Continue campaigning for:
 - The Real Living Wage for all workers, regardless of age;
 - Full trade union recognition in hospitality workplaces; and
 - Safe transport and protections for young workers on late and unsafe shifts.”

Mover: *Unite the Union*

SECTION 5: INTERNATIONAL & PEACE

13. MILITARY GAP YEAR

“That this Conference notes that proposals for a ‘military gap year’ are not in the interests of working young people.

“This policy risks encouraging a narrow view of young people’s futures at a time when many face insecurity driven by low pay, precarious work, and the long term underfunding of public services. For young people uncertain about their next steps, these challenges are better addressed through investment in society rather than military initiatives. Young people would benefit from free and accessible higher and further education, high quality apprenticeships, and secure employment opportunities.

“The number of people in the armed forces has dropped dramatically over the past 10 years. In an increasingly volatile world, it is likely that young people will be used to fill this gap via schemes such as the military gap year. The fact that fewer people are joining the army should signal the need for a foreign policy which keeps British youth out of armed conflict. The government’s call for a ‘whole of society approach to defence’ should instead support a whole of society commitment to peace, opportunity, and rebuilding the public services upon which young people rely.

“Congress calls on the STUC Youth Committee to:

- Continue their work with apprentices through Scottish Union Learning; and
- Openly condemn the military gap year via a public statement and digital media.”

Mover: *UNISON Scotland*

14. US & ISRAELI ATTACKS ON IRAN

“That this Conference notes:

- The US and Israeli attack on Iran, with devastating human consequences and destabilisation of the Middle East, including the killing of young people in the early days of the war;
- Reports of increased US military use of the publicly owned Glasgow Prestwick Airport, raising concerns that Scottish infrastructure may be facilitating military operations which are incompatible with international law.
- That young workers disproportionately bear

the consequences of war through rising living costs, cuts to public services, and insecure employment.

“Conference believes:

- Young workers have a direct stake in peace, as military escalation diverts public resources away from jobs, housing, education, and climate action;
- No young worker should be placed in a position where their labour—particularly in aviation, logistics, or public infrastructure—indirectly supports military action that may breach international law;
- Militarisation contributes significantly to climate change, threatening the futures of young people globally;
- Trade unions have a responsibility to empower young members to challenge exploitation, including where their work is linked to conflict.

“Conference instructs the STUC Youth Committee to:

- Campaign against the use of Scottish infrastructure in military operations, highlighting the impact on young workers and public spending;
- Support calls for the suspension of US military use of Scottish Government-owned airports where this contributes to active military operations overseas;
- Call on the Scottish Government to urgently review and publish full transparency on the use of Glasgow Prestwick Airport and any other Scottish facilities by foreign military forces; and
- Campaign alongside the wider trade union movement, engage with young trade unionists, peace organisations, and civil society for Scotland not to be used as a staging ground for military conflicts.”

Mover: *Public and Commercial Services Union*

15. YOUNG WORKERS AGAINST THE WAR

"That this Conference notes that:

- The United States poses a threat to global economic and political stability;
- The illegal war against Iran has included several crimes against humanity, including the bombing of primary schools and hospitals;
- The war poses a significant threat to workers in Scotland as a result of increased oil and food prices due to the disruption in the Strait of Hormuz;
- Britain is complicit in this illegal war by allowing the United States to utilise our bases and military resources; and
- The workplace is the primary arena of political struggle for working class people and can be used to demonstrate our opposition to the drive to militarism and war.

"Conference therefore resolves and instructs the STUC Youth Committee to:

- Support initiatives by young workers to oppose the war, such as Young Workers Against the War;
- Develop resources and run sessions to help young workers understand the role of their workplace in the wider economy, and how this might be affected by war in Iran and elsewhere;
- Call for the eviction of all US military personnel and resources from Scotland; and
- Make a statement of solidarity with the people of Iran against the illegal US aggression."

Mover: *Unite the Union*

16. SOLIDARITY WITH CUBA – END THE BLOCKADE

"That this Conference notes:

- President Donald Trump signed an executive order in January 2026 declaring a spurious 'national emergency' in relation to Cuba and threatening tariffs on third countries who sell

oil to the island;

- This has intensified the USA's blockade on Cuba to an unprecedented level, starving it of oil and essential supplies and imposing severe hardship upon its people.

"Conference believes:

- The USA's blockade against Cuba is an act of cruelty and possibly a significant breach of international law, and it must be opposed;
- Cuba has been a beacon of international solidarity, exporting medical aid and literacy programmes around the world, and the global trade union movement must return the favour in their hour of need.

"Conference calls on the STUC Youth Committee to:

- Continue to support the work of the Cuba Solidarity Campaign (CSC) and the Scottish Cuba Solidarity Campaign, in co-ordination with the STUC General Council, and encourage STUC unions to affiliate to both organisations;
- Work with the STUC General Council to support the CSC's Cuba Vive campaign, which sends essential aid from Britain to Cuba; and
- Promote the CSC's Young Trade Unionists' May Day Brigade and encourage STUC unions to send delegations, provided it is safe to do so."

Mover: *UNISON Scotland*

UNISON

Scottish Young Members

Campaigning for young workers rights, fairness & equality.



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UNISON Young Members are proud trade unionists who promote fairness, equality and diversity across all workplaces and communities.



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Report to Youth Conference

Following the STUC Youth Conference in July 2024, the Youth Committee developed a workplan which was presented to, and endorsed by, the General Council in October 2025.

Coll McCaill, Unite the Union, Chaired the Committee with the period with Rhianna Ross, USDAW, serving as Vice-Chair.

The workplan incorporated a number of priority areas and themes, several of which are ongoing, including:

- Social & Economic issues
- Pay, Conditions & Workplace Rights
- International Solidarity

Social & Economic Issues

The STUC, as informed by the Youth Committee, responded to the EHRC's consultation on their update to its Services, Public Functions and Associations Code of Practice, in line with STUC policy, affiliates and guidance from TransActual, stressing the importance of inclusion.

The Committee issued a powerful report following their survey on age related wage discrimination. The report, 'Young Workers Won't Wait', featured on the front page the The Herald and supported further media coverage highlighting young workers involved in industrial action at the Village Hotel, Glasgow.

Rhianna Ross spoke in her capacity as Vice Chair, at the STUC LGBT+ Workers' Conference in Clydebank, stressing the importance of solidarity.

The Youth Committee were visible participants at the Scotland Demands Better march and rally in Edinburgh.

Soh Xi Ken attended a Living Rent rally and created a video for distribution on social media from the committee.

Coll McCail, in his role as Chair, spoke at the STUC Disabled Workers' Conference, stressing

the overlap of issues facing disabled and young workers in Scotland.

At STUC Congress in Dundee, Coll and Josh created video content regarding the Youth Committee's opposition to the newly launched Armed Forces Foundation Scheme and the Army Gap Year Commission.

Pay, Conditions & Workplace Rights

Josh Morris was invited by Aberdeen Trades Council to speak on behalf of the Youth Committee to the Low Pay Commission at an event discussing the future of the minimum wage. At the meeting Josh advocated for young workers and wage parity.

International Solidarity

The Committee wrote to the UK government regarding Israeli Defense Forces troops being trained in the UK, and regarding The United Nations Relief and Works Agency for Palestine Refugees in the Near East's ability to provide humanitarian aid to Palestinians without facing military attacks or funding cuts.

Over 45 years of standing up for worker's rights and access to justice for all.



CONFERENCE GREETINGS

Thompsons Solicitors Scotland are proud to have served the trade union movement in Scotland for over 45 years.

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Report of the Youth Conference Representatives on the STUC General Council 2025/26

This report is given to the 86th Annual STUC Youth Conference, taking place on Saturday 20th and Sunday 21st June 2026.

Rhianna Ross (Usdaw) and Stewart Duncan (RMT) were nominated to represent the Youth Conference on the General Council for the term April 2025 to April 2026.

The General Council held an in-person Strategy session on 16th June 2025. The General Council reflected on the previous year's priorities and achievements considering the challenges for affiliates and members. The General Council agreed campaign priorities for the year ahead and also reviewed work already started and held specific campaign development sessions.

Three key priority campaigns that were identified from the 2025 Strategy sessions:

- Building on the New Deal for Workers
- Tackling the Far Right
- Scotland Demands Better



Report of the Youth Conference Delegation to STUC Congress

The 129th STUC Annual Congress took place in the Caird Hall, Dundee over the period Monday 20th to Wednesday 22nd April 2026.

STUC Youth Conference Delegation:

- Coll McCail, Unite the Union
- Josh Morris, Unison
- Rhianna Ross, USDAW

The theme of Congress for 2026 was 'Workers United Demanding Better' and was chaired by Richard Hardy (Prospect) President of the STUC for the year 2025/2026. The Civic welcome was given by Councillor Bill Campbell, Lord Provost of Dundee City Council; and Stuart Fairweather, of Dundee Trades Union Council provided the Trades welcome.

Over 350 delegates representing Trade Unions, Trades Union Councils and the Black Workers', LGBT+ Workers', Youth and Disabled Workers' Conferences attended Congress.

STUC Congress Speakers

Several guest speakers contributed to Congress over the three days providing fraternal greetings and keynote addresses.

These included:

Councillor Bill Campbell, Lord Provost, Dundee City Council

Stuart Fairweather, Chair, Dundee Trade Union Council

Rt Hon John Swinney MSP, Leader of the Scottish National Party

Anas Sarwar MSP, Leader of the Scottish Labour Party

Tara Lillis, Chair of the STUC Women's Committee

Owen Reidy, General Secretary of the ICTU

Her Excellency Mrs Ismara Mercedes Vargas

Walter, Cuban Ambassador to the UK

Gillian Mackay MSP, Co-Leader of the Scottish Green Party

Delegates were shown various videos during Congress including Trades Unions in the Communities Award and Workers Demand Better.

A wreath laying ceremony took place at the International Brigade memorial in Dundee on Wednesday 22nd April to mark its 90th anniversary.

Congress Reflection

The Youth Conference delegation moved motions on wide-ranging issues, from digital work to combat the rise of the far-right to condemning the UK Government's military gap year and marking the centenary of the 1926 General Strike. All three motions, each moved by a different YC delegate, and passed overwhelmingly. Furthermore, delegates spoke in support of a wide-range of additional motions and attended a variety of interesting and insightful fringe meetings. The Youth Conference delegation worked well together once again.

STUC Congress Awards

The STUC Union Rep Awards were presented by John Swinney, Leader of the Scottish National Party, on Monday 20th April, to:

Raza Sadiq, Unison, with the STUC Equality Award;

Chris Hamilton, Unite, with the STUC Organising Award;

Morag MacDonald, NASUWT, with the STUC Frank Maguire Award for Health and Safety;

Sara Hamilton, Bectu / Prospect, with the Helen Dowie Award for Lifelong Learning; and

Liz Russell, EIS, with the Learner of the Year Award.

Following presentation of the awards, John Swinney addressed Congress.

General Council Nominees for 2026/2027

The new General Council for 2026/2027 was elected at Annual Congress following a ballot for Section A, trade union places. Rhianna Ross and Coll McCail were elected to serve as the Youth representatives on the General Council until Congress 2027.

Motions to Congress

There were 112 motions submitted onto the agenda with a number of amendments and with several motions being composited.

The Order of Business was split into various sections where motions were grouped by topic:

- Changes to STUC Constitution (Private Session)
- Education and Lifelong Learning
- Public Services
- Transport
- Trade Union and Employment Rights
- Trade Union Organisation
- International
- Economy and Industry
- Equality and Social Justice
- Emergency Motions

The majority of motions were carried unanimously. Two motions were decided by a card vote, Motion 1 'Constitutional Amendment' submitted by the General Council, and Composite G (covering Motions 16 & 17) 'Military Spending' submitted by Glasgow and Aberdeen TUC's. Both were subsequently carried.

The Youth Conference submitted 3 motions to Congress:

- General Strike 100
- Digital Anti Far Right Work
- Military Gap Year

The motion on Digital Anti Far Right Work became part of Composite Q 'Digital Campaigning', and called on the General

Council to: develop a co-ordinated STUC digital strategy to challenge far-right narratives, increase the digital reach and influence of the STUC and strengthen the movement's online voice; produce a series of high-quality videos in the style of the TUC aimed at combatting and undermining far-right narratives; provide affiliates and activists with training in digital campaigning, fact checking, and creative content production; support citizen journalism and grassroots storytelling that highlights solidarity, diversity, and collective strength; collaborate with progressive media and antiracist organisations to widen the reach of credible information; encourage affiliates to use social media confidently and safely to mobilise democratic resistance and promote shared values; and reaffirm the STUC's commitment to equality, democracy, and social justice on and offline.

The motion on General Strike 100 called on the General Council to support General Strike 100, allow access to STUC archives, encourage affiliations to General Strike 100; and host a political education class on the Strike.

The Motion on Military Gap Year called on the General Council to continue their work with apprentices through Scottish Union Learning; and openly condemn the military gap year.

The decisions of Congress can be found on the STUC website.

STUC Youth Conference Motions & Composite Motion

General Strike 100 (Resolution 88)

"That this Congress notes the 4 May 2026 marks 100 years since the 1926 General Strike. The General Strike marks one of the proudest moments in British working-class history, when workers across many sectors stood shoulder to shoulder with the miners. While it was unsuccessful in its aims, it provided valuable experience for thousands of trade unionists. Its study, and application of the learning, remains vital for trade unionists 100 years later.

"Congress calls on the General Council to

- support General Strike 100 and allow access

to any appropriate STUC archives and encourage affiliation to General Strike 100; and

- host a political education class on the General Strike”

Digital Campaigning (Composite Q)

“That this Congress notes the rise of far-right activity across Scotland, including protests and online campaigns targeting migrants, refugees, trade unionists, and public services. These movements exploit fear, misinformation, and online radicalisation to divide working class communities and undermine solidarity.

“Congress further notes that digital platforms are central to how political ideas and misinformation now spread. The far-right has weaponised social media to amplify hate and distort truth. In Scotland and across Britain, aided by oligarchic ownership of the tech sector, the populist right and the organised far-right have funnelled resources into developing a significant digital footprint which pales in comparison to the reach of progressive forces. This approach has led to a rise in support for far-right views and individuals among the population as a whole, but particularly young people, who are frequently confronted with figures like Andrew Tate, Yaxley-Lennon, and Farage on social media.

“However, those same tools can and must be used by the trade union movement to tell our own story, promote solidarity and expose lies. Across Scotland, trade unionists, community organisers, and migrant led groups are already demonstrating how digital organising, storytelling and citizen journalism can build unity and challenge hate.

“Congress believes that the trade union movement must recognise and utilise social media as a weapon to fight back against the far-right. A confident, creative, and coordinated digital presence can undermine hate speech, support affected workers and communities, and inspire collective action for equality and justice.

“Congress calls on the General Council to:

- develop a coordinated STUC digital strategy

to challenge far-right narratives, increase the digital reach and influence of the STUC and strengthen the movement's online voice;

- produce a series of high-quality videos in the style of the TUC aimed at combatting and undermining far-right narratives;
- provide affiliates and activists with training in digital campaigning, fact checking, and creative content production;
- support citizen journalism and grassroots storytelling that highlights solidarity, diversity, and collective strength;
- collaborate with progressive media and antiracist organisations to widen the reach of credible information;
- encourage affiliates to use social media confidently and safely to mobilise democratic resistance and promote shared values; and
- reaffirm the STUC's commitment to equality, democracy, and social justice on and offline.”

Military Gap Year (Resolution 101)

“That this Congress notes the proposed military gap year is not in the interests of working youth. The military gap year is an attempt to whip up jingoism within a section of the population who increasingly do not wish to fight for a country that hasn't the willingness to provide even the most basic of public services. The government's call for a 'whole of society approach to defence' should instead be a 'whole of society approach to peace'.

“Congress calls on the General Council to:

- continue their work with apprentices through Scottish Union Learning; and
- openly condemn the military gap year.”

Constitution of the Youth Conference

1. TITLE OF CONFERENCE

The Annual Conference of Youth representatives of Trades Unions and Trades Union Councils shall be known as the "Scottish TUC Youth Conference".

2. DATE OF CONFERENCE

The Conference shall meet annually in the month of June/July.

3. BASIS OF REPRESENTATION

Each organisation affiliated to the Scottish TUC shall be invited to appoint delegates who must be 26 years or under, except in the cases when union officials are appointed to attend. The basis of representation shall be as follows:

Trades Unions with 3,000 or less members - 6 delegates

Trades Unions with more than 3,000 members - 1 delegate per 500 members or part thereof

Trades Union Councils - 3 delegates

4. YOUTH COMMITTEE

a) General Council Representation: The General Council shall appoint representatives to the Youth Committee. In addition, those elected to the Young Workers' Seats on the General Council shall automatically become members of the Youth Committee. The General Secretary shall appoint the Secretary to the Youth Committee.

b) Elected members: There shall be nine elected members of the Committee. Each affiliated Trades Union shall be invited to nominate one member for the General Seats on the Youth Committee and one member for the Women's Seats. Trades Union Councils will be invited to nominate one member for the Trades Union Council Seat. (The nominees must be delegates to the Annual Youth Conference).

The Seats on the Youth Committee shall be allocated as follows:

- General Seats - 4 representatives
- Women's Seats - 4 representatives
- Trades Union Councils - 1 representative

The General Council members elected to the Young Workers' Seats on the STUC General Council and nominees from the STUC Youth Conference to the STUC General Council - if they have not been elected to the Committee in any of the above categories - shall be additional members of the Committee, with equal rights to all other members.

Voting shall be by ballot. Each delegation shall be entitled to cast the same number of votes as there are places in the respective Sections, but no delegation can vote more than once for any candidate. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied.

In the event of a tie on this basis, the Chairperson shall have the casting vote.

i) Those elected by the Youth Conference for the Young Workers' Seats on the General Council shall be co-opted onto the Youth Committee. The period of co-option will be from Youth Conference to Youth Conference.

ii) Election of Chairperson: The Youth Committee shall elect from amongst themselves a Chairperson.

iii) On the death or resignation of a Youth Committee member, the vacancy shall be filled by the co-option of the highest unsuccessful candidate.

iv) In the event that vacant seats exist on the Youth Committee following the Annual STUC Youth Conference in the General Seats; Women's Seats; and Trades Union Council Seats, the Secretary to the Committee shall write to affiliated Trades Unions and Trades Union

Councils that have no elected members serving on the Committee to advise of the vacancies and the categories in which they exist, and to invite the nomination of one member for each of the vacancies.

Trades Unions with no elected members on the Youth Committee shall be invited to nominate one member for any vacancy in the General Seats and Women's Seats. Trades Union Councils with no elected members on the Youth Committee will be invited to nominate one member for any vacancy in the Trades Union Council Seat.

Where there are more nominations received than there are vacancies existing in any of the above three categories, the successful nomination will be decided by the Youth Committee on a ballot.

Co-opted members shall have full voting rights.

Conduct of Elected Youth Committee Members

If at any time there appears to the General Council to be justification for an investigation into the conduct of an elected member of the Committee on the grounds that the activities of that member may be contrary to the objects of the STUC, or to Trade Union principles, or to the declared policy of the STUC, or on the grounds that the member has contravened or failed to obey any requirement of these rules, or on the grounds of the member's standing with his or her affiliated organisation, the STUC President may appoint a Sub-Committee consisting of three other members from the General Council to carry out such an investigation.

In the event that the member, whose conduct is the subject of this Rule is the President, the Vice President may appoint the Sub-Committee. The Committee shall thereafter investigate the alleged conduct. If, after such investigation, the Sub-Committee considers that there is a case to answer in respect of said conduct, it shall give notification to the President, or Vice President if the member concerned is the President, and to the member concerned of the conduct complained of and of the ground or grounds of complaint.

Upon receiving such notification from the Sub-Committee, the President, or Vice President if the member concerned is the President, shall, within a reasonable period, summon the member concerned to a hearing. At the hearing, the President, or Vice President if the member concerned is the President, shall hear, in the presence of the member concerned, any evidence, information, or explanation presented by the Sub-Committee in respect of the alleged conduct.

Thereafter, the President, or Vice President if the member concerned is the President, shall give the member concerned an opportunity of presenting such evidence, information and explanation, if any, as it wishes to present. Upon conclusion of the hearing, the President, or Vice President if the member concerned is the President, shall have the power to decide whether the member has been guilty of the alleged conduct. In the event of the member having been found guilty of the said conduct, the President, or Vice President if the member concerned is the President, shall afford to the member an opportunity to present such further evidence, information and explanation as he or she wishes in relation to imposition of penalty, and shall thereafter have power to reprimand, and/or suspend the member or to recommend the removal of the member from the Committee. The President, or Vice President if the member concerned is the President, shall notify the member concerned of his or her decision including the penalty to be imposed. The member, if dissatisfied with the decision of the President, or Vice President if the member concerned is the President, or the penalty imposed, shall have the right of appeal to the General Council. The member's intention to appeal shall be communicated in writing to the General Secretary within seven days of the initial decision. The General Council shall hold a meeting to hear an appeal within one month of the notification to appeal having been received. The President, or Vice President if the member concerned is the President, shall submit a report to the General Council setting out the reasons for the decision taken. The report shall also be made available to the member at the same time.

The member shall have the right to be heard by the General Council. The General Council may decide to affirm or revoke or otherwise amend the decision of the President, or Vice President if the member concerned is the President, or to affirm or revoke the penalty and may, if a recommendation to that effect has been made, remove the member from the Committee.

The decision of the General Council shall be final and conclusive. Members of the Sub-Committee appointed to investigate any case against the member and the President, or Vice President if the member concerned is the President, shall not be entitled to be present at any stage during, or to vote, or take any other part in the deliberation of the General Council as to its findings in respect of the alleged conduct, or in respect of penalty.

Duties of the Youth Committee

It shall be the duty of the Committee to implement the policies agreed by the Conference, in line with the requirements of these rules. At all times, in undertaking this duty, the Committee shall recognise the sovereignty of the policies determined by the Annual Congress.

The Committee shall prepare a Report of its work for submission to the Conference and shall include in it a record of attendance of members at Committee meetings.

5. DELEGATION TO ANNUAL CONGRESS

The Youth Conference shall send a delegation of no more than six representatives to attend the Annual Congress of the STUC. Two delegation places will be automatically reserved for the Youth Conference nominees for the Young Workers' Seats on the General Council. Of the remaining four places on the Delegation, two of the nominees must be female. Each affiliated Trade Union and Trades Union Council shall be invited to nominate one member for a General place and one woman for a place reserved for Young Women Workers. Nominees must be delegates to the Annual Youth Conference and must be 26 years of age or under at the opening of the Annual Congress which they are being nominated to attend.

Voting shall be by ballot. Each delegation shall be entitled to cast the same number of votes as there are places in the respective Sections, but no delegation can vote more than once for any one candidate. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied. In the event of a tie on this basis, the Chairperson shall have the casting vote.

6. NOMINEES FOR YOUNG WORKERS' SEATS ON THE STUC GENERAL COUNCIL

The Youth Conference shall elect nominees to stand for election at the Annual Congress for the Young Workers' Seats on the General Council. Each affiliated Trades Union and Trades Union Council shall be invited to nominate one member for the General Seat and one for the Seat reserved for Young Women Workers. Nominees must be delegates to the Annual Youth Conference and nominees for the Youth Conference Delegation to Annual Congress. Nominees must be 26 years of age or under at the opening of the Annual Congress at which the elections for the General Council Seats for which they are being nominated will take place.

Voting will be by ballot. Each delegation shall be entitled to cast its votes for one candidate in each Section. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied. In the event of a tie on this basis, the Chairperson shall have the casting vote.

7. VOTING

Each delegation shall be entitled to vote according to the numerical participation of its delegation that is registered and in attendance at 12.00 noon on the first day of Conference.

The Scrutineers appointed at Conference will verify and witness the votes allocated to each affiliated Trades Union or Trades Union Council. Ballot papers will be circulated to delegation leaders at the afternoon break on the first day of Conference and completed ballot papers will be placed in the ballot box(es) located in the Conference Hall by 10.00 am on the second day of Conference.

Except for the election of the Youth Committee, the Youth Conference Delegation to Annual Congress and the nominees for the Young Workers' Seats on the STUC General Council, the method of voting shall be by show of hands.

8. MOTIONS

a) Motions for the Annual Conference Agenda (not exceeding three from each affiliated body and not exceeding 300 words) must be signed by the Secretary of the organisation submitting them and must reach the Scottish TUC at least ten weeks before the time fixed for the Annual Conference.

b) Such motions shall be sent to the affiliated Trades Unions and Trades Union Councils entitled to be represented at the Conference as soon as possible after the closing date for their submission. The order in which subjects shall be discussed will be decided by the Youth Committee.

c) All amendments to the motions submitted by affiliated organisations (not exceeding three from each affiliated body and not exceeding 50 words) must reach the Scottish TUC by a date to be decided by the Youth Committee. Such amendments must be signed by the Secretary of the organisation submitting them.

d) Notwithstanding the aforementioned provisions, the Youth Committee, or any affiliated organisations, shall be permitted to submit an emergency motion for consideration by the delegates to Annual Conference. Any emergency motions submitted for the Conference will require to be signed by an appropriate official (Secretary, Chairperson or Delegation Leader) of the originating organisation, designated for the purpose prior to the Conference. Such motions must be submitted no later than 3.00 pm on the first day of the Conference.

9. CHILDCARE FACILITIES

Appropriate childcare facilities for the children of delegates shall be available, if requested. Any such request shall be made in writing at least eight weeks in advance of the opening of Conference.

10. HOURS OF MEETING

The Annual Youth Conference shall be of a duration of two days and shall assemble at a time to be decided by the Youth Committee and shall complete business on both days not later than 6.00pm.

11. CONFERENCE CHAIRPERSON

The Chairperson of the Youth Committee shall be the Chairperson of the Scottish TUC Youth Conference.

In the absence of the Chairperson, the Committee shall appoint another member of the Committee to take the Chair at the Conference.

12. BUSINESS OF THE ANNUAL CONFERENCE

Included in the business of the Annual Conference shall be consideration of the Annual Report of the Youth Committee and the motions and amendments. The Report and Agenda for the Conference shall be sent to the delegates not later than two weeks prior to the Conference.

The Order of Business of the Youth Conference shall be decided by the Youth Committee.

13. APPOINTMENT OF SCRUTINEERS AND TELLERS

The appointment of two ballot scrutineers and two tellers shall be made by delegates at the start of the Annual Conference.

14. LIMITATION OF SPEAKERS

Not more than eight minutes shall be allowed for the mover of a motion and not more than four minutes for each subsequent speaker. Speeches on behalf of the Youth Committee shall be limited to not more than eight minutes, unless otherwise agreed by the Annual Conference. A delegate shall not speak more than once on any question unless permission to do so on a point of order or explanation is given by the Chairperson. The mover shall be allowed five minutes to reply to a discussion on the motion concerned, but no new matter may be introduced into such a reply.

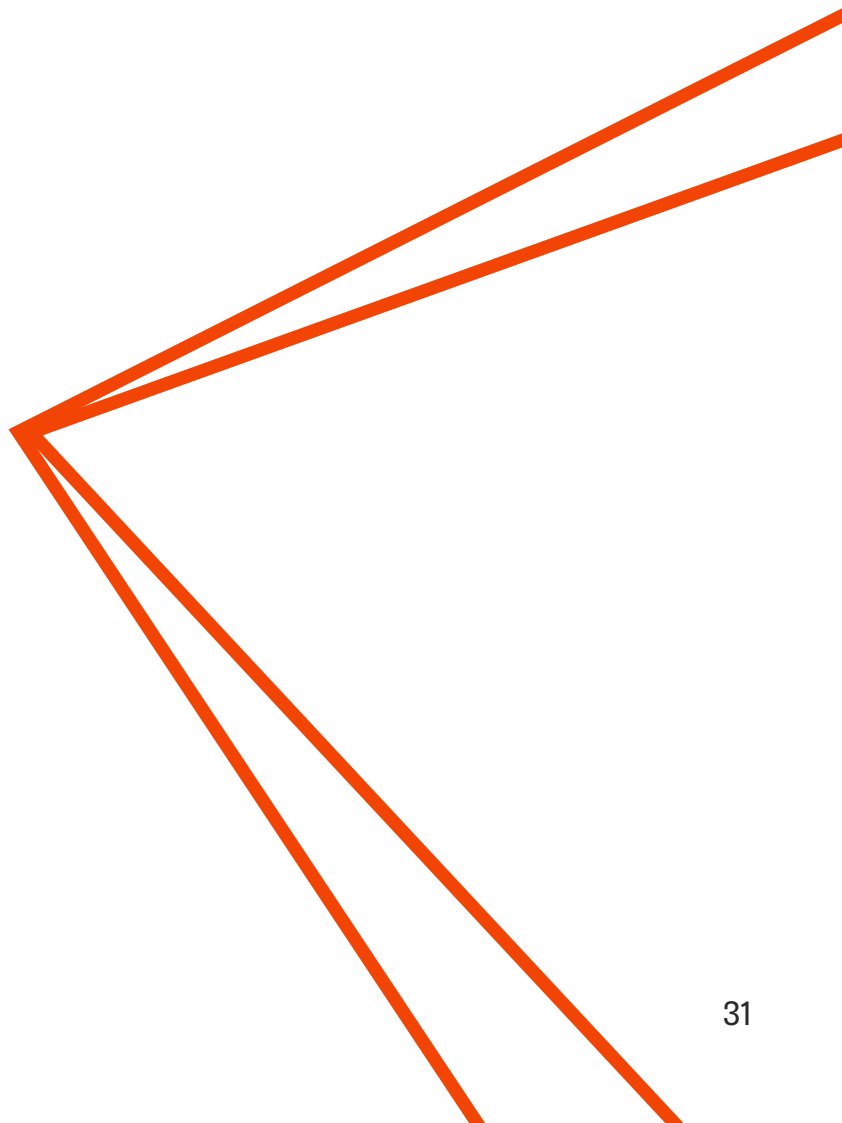
Delegates shall vote on a motion immediately the mover has replied.

15. SUSPENSION OF STANDING ORDERS

Standing Orders may be suspended only if agreed to by at least two-thirds of the delegates to the Annual Conference who are present and voting.

16. CHAIRPERSON'S RULING

The Chairperson's ruling may only be overturned by a vote of at least two-thirds of delegates to the Annual Conference who are present and voting.



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